



Windsor Lawn Bowling Club

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Code of Conduct and Ethics

Definitions

1. The following terms will have these meanings in this Policy:
 - a. “WLBC” – Windsor Lawn Bowling Club.
 - b. “Individuals” – All categories of membership within WLBC, as well as all individuals engaged in activities with or on behalf of WLBC, including but not limited to, directors, officers, volunteers, coaches, athletes, officials, administrators and spectators.
 - c. “Sportsmanship” – Respect for one’s opponent and graciousness in playing, training, competing, winning or losing.

Preamble

2. Membership in WLBC and participation in its activities brings with it many benefits and privileges that are balanced by an Individual’s responsibilities and obligations. This Policy defines the parameters for these responsibilities and obligations, and thus identifies a standard of behavior that is expected of all Individuals.

Purpose

3. The purpose of this Code of Conduct and Ethics policy is to ensure a safe and positive environment within WLBC programs, activities and events, by making all Individuals aware that there is an expectation of appropriate behavior, consistent with the values of WLBC, at all times.
4. Conduct that violates this Code of Conduct and Ethics policy may be subject to sanctions pursuant to WLBC’s policies related to discipline and complaints.

Application of this Policy

5. This Policy applies to an Individual’s conduct that may arise during the course of WLBC’s business, activities and events, including but not

limited to, office environment, competitions, practices, training camps, travel, communications, and any meetings.

6. This policy applies to conduct that may occur outside of WLBC's business and events when such conduct adversely affects relationships within WLBC's work and sport environment and is detrimental to the image and reputation of the WLBC.

Responsibilities

7. WLBC is committed to providing an environment in which all individuals are treated with respect. All Individuals have a responsibility to:
 - a. Maintain and enhance the dignity and self-esteem of all Individuals by:
 - i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, sexual orientation, or other ground protected by the laws of Ontario or Canada.
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of Individuals;
 - iii. Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct;
 - iv. Caring and respecting the property and assets of WLBC and all Individuals;
 - v. Consistently treating individuals fairly, reasonably and with respect and refraining from negative remarks or conduct; and
 - vi. Ensuring that the *Laws of the Sport of Bowls* and any enacted competition rules or conditions of play, and the spirit of such rules, are adhered to.
 - b. Refrain from any behavior that constitutes harassment, where harassment is defined as any unwanted conduct affecting and violating the dignity of an individual or which creates an intimidating or hostile, degrading, humiliating or offensive

environment for that person. Types of behavior that constitute harassment include, but are not limited to:

- i. Written or verbal abuse, threats or outbursts;
 - ii. The display of visual material which is offensive or which one ought to know is offensive;
 - iii. Unwelcome remarks, jokes, comments, innuendos or taunts;
 - iv. Leering or other suggestive or obscene gestures;
 - v. Condescending or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
 - vi. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
 - vii. Any form of hazing;
 - viii. Bullying;
 - ix. Unwanted physical contact; or
 - x. Retaliation or threats of retaliation against an individual who reports harassment.
- c. Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include, but are not limited to:
- i. Sexist jokes;
 - ii. Display of sexually offensive material;
 - iii. Sexually degrading words used to describe a person;
 - iv. Inquiries or comments about a person's sex life;
 - v. Unwelcome sexual flirtations, advances or propositions;
 - vi. Persistent unwanted contact;

- vii. Sexual assault.
- d. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- e. Take reasonable steps to manage the responsible consumption of alcoholic beverages/or tobacco products where authorized in social situations associated with WLBC events.
- f. In the case of minors, refrain from possessing or consuming alcohol and/or tobacco products.
- g. Abstain from the non-medical use, control or possession of drugs or performance enhancing drugs or methods.
- h. Not hold themselves out as acting under the authority of WLBC to third parties when no such authorization has been granted.
- i. Properly represent themselves and not attempt to enter a competition for which they are not eligible, by reason of age, classification or other reasons.
- j. Report any medical problems in a timely fashion, where such problems may limit the Individual's ability to participate in WLBC activities.
- k. If called upon to measure or render any other judgment under the *Laws of the Sport of Bowls* (ie boundary bowl, jack length, etc), whether in their own game or as a neutral party in another game, to:
 - i. Avoid situations in which a conflict of interest may arise.
 - ii. Be fair and objective.
 - iii. Conduct the requested measurement to the best of their physical and mental abilities.
- l. Not use social media or online internet forums in a manner that is deemed to be detrimental or defamatory to the Club, its members or the sport of lawn bowls.
 - i. This provision shall not be interpreted as prohibiting *bona fide* discussion or criticism, in respectful terms, of policies or practices adopted by WLBC.

- m. Comply at all times with the Bylaws, policies, rules and regulations of the WLBC, as adopted and amended from time to time, with any contracts or agreements executed with or by WLBC, and any directives or sanctions imposed by WLBC.

Coaches, Convenors, and Tournament Directors

8. In addition to paragraph 7 above, Coaches, Convenors, and Tournament Directors have additional responsibilities. These individuals will at all times:
 - a. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment.
 - b. Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes.
 - c. Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment and management of athletes' medical and psychological problems.
 - d. Under no circumstances provide, promote or condone the use of drugs or performance enhancing substances or methods, and in the case of minors, alcoholic beverages and/or tobacco products.
 - e. Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise.
 - f. At no time engage in an intimate or sexual relationship with an athlete of under the age of 18 years and at no time engage in an intimate or sexual relation with an athlete over the age of 18 if the individual is in a position of power, trust or authority over the athlete.
 - g. Refrain from intervening inappropriately in personal affairs that are outside the generally accepted jurisdiction of a coach.
 - h. Act in the best interest of the athlete's development as a whole person.

- i. Recognize the power inherent in their position and respect and promote the rights of all participants in sport.

Spectators

9. In addition to paragraph 7 above, Spectators at events will:
 - a. Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence.
 - b. Never ridicule a participant for making a mistake during a performance or practice.
 - c. Provide positive comments that motivate and encourage participants continued effort.
 - d. Respect the decisions and judgments of officials and encourage athletes to do the same.
 - e. Respect and show appreciation to all competitors, and to the coaches, officials, and other volunteers who give their time to the sport.
 - f. Keep off of the training or competition area and not interfere with any activities.

Approved by board on 28 May 2018